

# Absence and disability management

Employee absences and disabilities can have a significant effect on your team and your organization. Employees who are unable to work may face financial strain or emotional or physical challenges, which could make it hard to return to work. Meanwhile, those still working may feel overwhelmed trying to manage an increased workload. Proactive management, like workplace adjustments and support from a recovery expert can help reduce disruptions, ease employees' transitions back to work, and have a positive effect on your bottom line.



## Safe and sustainable return to work

The program was designed to guide employees to a safe, timely, and sustainable return to work while delivering meaningful efficiencies and cost savings for the organization.

### Matching your organization's culture

Your organization has its own culture and philosophy. Working with you, we'll create an absence management program that reflects your core values and guiding principles. From implementation to reporting, we'll ensure your program meets the needs of your business and your employees.

#### Claims management and secondary services are provided for:

- Short-term disability
- Workers' compensation claims
- Leaves of absence
- Accommodation services



## Our people make the difference

Our team is made up of experienced professionals including doctors, nurses, paralegals, and more. They're trained in best practices and supported by leading technology.

We intervene early. Within 24 business hours of receiving a claim, a recovery facilitator schedules a meeting with the employee. Through the duration of the claim, we stay in close touch with employees to keep them engaged, positive, and committed to moving forward, guiding them to a safe and sustainable return to work.

## Case review and strategy



You'll receive confirmation that we've received the claim.



A meeting will be scheduled between the employee and a recovery facilitator. This establishes momentum.



The recovery facilitator will receive the employee's clinical notes and the completed attending physician's statement from the treating doctor.



The recovery facilitator will connect with the employee to communicate the decision and next steps.

## Our workplace absence and disability programs are tailored to deliver:

- Early intervention, guidance, and close but respectful contact with employees
- Advanced mental health care programs
- Leaves that meet legislated guidelines
- Fully customized reporting and easy-to-use software
- Ad hoc adjudication and case management for at-work employees who need accommodation

## To learn more, contact your People Corporation group benefits consultant.

[peoplecorporation.com](https://peoplecorporation.com)

Organizational Solutions Inc. is People Corporation's strategic disability management solution.

Absence and Disability Management was developed by Organizational Solutions Inc., a People Corporation company.